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The purpose of this investigation was to obtain information concerning the direction, distance, destination, age, education, and income distribution for out-of-state migrants from North Dakota as well as their extent of participation in social organizations. Additional information was analyzed relating to reasons out-migrants move and problems of the migrant in the receiver community. Data were obtained from 12 male migrants who were living in the four leading receiver states of California, Minnesota, Montana, and Washington, and from 513 male respondents living in seven urban communities and 14 rural townships in North Dakota. Mailed questionnaire and interview techniques revealed the following major findings. (1) The two major streams of migration are to the west coast and contiguous states. (2) Only nine percent of the out-migrants enrolled in non-college post secondary educational programs. (3) Out-migrants increased their incomes. (4) Most migrants had no trouble adjusting. (5) Those that moved within the state were better educated than the stable population, and (7) Occupational aspiration was positively associated with out-migration. Response to mail questionnaires led to significantly different results from interviewing. It was recommended that more emphasis be placed on providing vocational education programs in rural areas to prepare out-migrants for occupations in receiver communities. (DM)

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FINAL REPORT

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FACTORS INVOLVED IN THE DECISION TO MIGRATE AND THE IMPACT OF MIGRATION UPON THE INDIVIDUAL AND THE SENDER AND RECEIVER COMMUNITY

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INTRODUCTION

There were approximately 117,000 more births than deaths in North Dakota between 1950 and 1960. This addition of individuals through natural growth produced a potential 1960 population of approximately 737,000 persons for the State, as compared to the actual population of 632,000 persons. Whereas a natural increase of 19 percent over the 1950 population may have been anticipated, in actuality North Dakota's population increased only 2.1 percent in this ten-year period. Vangness (1962) and others have pointed out that the states' natural growth was offset in large part by the migration of some 105,000 people from the State. This figure excludes those persons migrating into the State during this period, making the total number of individuals leaving the State even greater.

As out-of-state migration continues and as community organizations and institutions are weakened by population loss, the direct and indirect effects of population movement are reflected in economic activity, educational systems, governmental efforts, and in the very values and purposes of social existence that motivate human behavior (2). Social disorganization cannot be ignored. Communities must ascertain the extent to which individual needs for self-actualization and self-fulfillment are met. In the final analysis, only those communities can grow and flourish which provide individuals with opportunities for personal, social, vocational and intellectual growth.

Analysis of the relationship between the social characteristics of age and education with migration has indicated that migrants tend to be younger than non-migrants (6). Evidence has supported a hypothesis that rural-urban migration tends to select those who have the most education (5, 6).

Migration is selective of single people although this differential appears to be less true today (4). According to Thomlinson, occupational differential vary according to type of migration (6). He states that internal migration is more selective of those in higher status categories with professionals ranked at the top and the unskilled being least likely to migrate. This statement leads us to the conclusion that in a region of outmigrants such as North Dakota that the decision to migrate is positively associated with one's occupational status for those who are in the labor force. Two qualifications should be made here. The fact that unemployed persons are more likely to move than employed people

measures that the analysis of the relationship between present occupation status and migration with a positive relationship is predicted only for those who are active in the labor force. Secondly, in a rural state such as North Dakota migration from agricultural to nonagricultural occupations means that the expected relationship between occupation and migration status may be somewhat negated by downward mobility from the farm operator-manager group to lower status occupations. In order to take this into account separate analysis are made for all employed males and for the nonfarm labor force.

The decision to migrate is considered to be a continuous process in which the individual weighs the satisfactions of life in his present community against the perceptible cost of migrating to another area; this process is related to the individual's range of experience and the values which govern his behavior. The facts which are believed to influence the decision to migrate are: the individual's level of satisfaction with his present community, his occupational expectation, and his estimate of the social cost of leaving friends and familiar groups and of adjusting to a new environment (1). It was anticipated that there would be a positive relationship between occupational expectations and the conditions in which the individual would migrate. The expectation of change in occupational status is felt to influence one's decision to migrate.

A review of previous literature on migration indicates that community satisfaction is negatively related to conditions for migration and intentions to migrate; an individual satisfied with characteristics of his community is more likely to migrate to secure special advantages of another community (2).

Estimated social cost of migration may be negatively related to migration. If the individual perceives migration as having considerable social cost, he will probably want to remain in his present community (2).

Previous studies of social participation has indicated the highly positive relationship between occupational status and organizational membership (3). Viewing participation as interrelated with occupational category leads to the conclusion that outmigrants participate more in formal organizations than those who remain in the sender community even though it is recognized that the migrant has less participation than those who have lived in the receiver community (5).

The relationship between occupational status and outmigration (positive) and the importance of the migration within the area of

occupation mobility lends support to the hypothesis that the occupational levels of the outmigrants should be higher than those who remain in the sender community.

Specific objectives of the study involved the determination of the answers to a number of questions listed in the project proposal. The questions were to some extent overlapping and are rearranged.

1. Where do outmigrants go when they leave the state? What is the direction, distance and destination of the migrant?

2. What are the specific characteristics of those who have migrated from North Dakota? What are the age, educational, income, distribution of the outmigrants? What is the extent of their participation in social organizations?

3. Why do outmigrants leave? What factors are involved in the decision to migrate?

4. What was waiting for the migrant in the receiver community in regard to a job, friends, relatives, etc., which attracted the migrant to that specific community?

5. What intentions do stables have in regard to future plans to migrate?

6. Can characteristics of migrants be used for prediction purposes?

Analysis of the data gathered in this study will hope to answer the question as to what might have kept outmigrants from leaving the state. A related problem involves the extent to which high levels of educational and occupational aspiration can be met by offering further training in the area.

METHOD

The population from which the samples for this study were drawn consisted of all of the persons who were residents of North Dakota or had moved from North Dakota during the five year period of January 1, 1962 - December 31, 1966. Because of the characteristics of North Dakota's population a special two stage sampling plan was used.

The urban sample was drawn by stratified random sampling of the urban communities which were arranged in order of size. Urban

communities selected for study were Minot, Bismarck, Mandan, Wahpeton, Devils Lake, Rugby, and Bottineau. Systematic sampling of personal property tax rolls provided addresses for the urban sample.

The rural sample was drawn from fourteen counties which were selected at random. Within each county one township was randomly selected. All townships were eligible for selection except those townships which contained less than eighteen square miles of uninhabitable land. Elimination of townships which contained incorporated places of 2,500 or more insured that all households contacted in these areas would consist of rural residents.

Interviewers were asked to contact all heads of households. Most householders were headed by males; selection and interviewing of female heads of house consisted primarily of widows, single females, and married women whose husband's were unemployed or unavailable for interviewing. The wide dispersion in type of female-headed households plus the problem of tracing female outmigrants who remarry and change their name meant that the final analysis focused on male respondents. The urban North Dakota sample consisted of 238 male heads of households. The rural sample consists of 325 male respondents.

Respondents who had lived in the same community over the five year period were included in the stable sample; those who moved within the state or into the state were considered in the within-in-state sample. Of those living in urban communities 202 were stables and thirty-six had migrated into the community. Rural residents consisted of 311 stables and fourteen migrants.

Outmigrants were identified from two principle sources. The county assessor's tax rolls were examined in each county selected to determine which individuals moved outside the state during the five year period studied. A cross check of the migration of individuals was obtained by asking each person interviewed to list the name and address of family members, friends, and neighbors who had left the household for other states during this period.

Subjects who had left the state on a permanent basis were classified as out-of-state migrants. A total of 73 male out-of-state migrants responded to the questionnaires. All non-responding out-of-state migrants were interviewed from the states of Minnesota, Montana, Washington, and California to determine if the respondents differ significantly from the non-respondents. A total of 39 of the 74 male non-respondents were interviewed, others were unable to be located.

Analysis of the relationship between those who returned the mailed quationnaires and those who had to be contacted by interview in terms of social characteristics reveals significant

correlations between method of data collection and education income as well as occupational variables (see Appendix B). So that this bias would not effect the comparisons between stables and out-of-state migrants it was decided to consider the combined groups (those who mailed back the questionnaires and those who were interviewed) for the four leading receiver states.

While initial planning for this survey was performed by personnel in the Center for Research in Vocational and Technical Education, the bulk of this study was conducted by the project directors with the assistance of students employed in the Department of Sociology and Anthropology. Coding and other data processing were performed by trained project assistants. Statistical analysis consisting of descriptive and correlational analysis were performed by the staff of the University Computer Center. Responsibility for the preparation of this report rests with the senior author.

RESULTS

Destination of Out-of-State Migrants

Data regarding the destination of out-of-state migrants based on information provided by personal property tax lists and North Dakota residents are presented in Table 2 of Appendix C. States are ordered in terms of magnitude from the largest number of inmigrants to the smallest. The four states receiving the largest number of North Dakotans are Minnesota, California, Washington, and Montana. Minnesota received 129 migrants from North Dakota. California was next with 82 migrants. The third leading receiver state was Washington which received 60 migrants. Montana was fourth; this state received 45 migrants from North Dakota.

The other states are in decreasing order of frequency of inmigrants; Illinois received 27 people. Twenty-three moved to South Dakota. Iowa and Wisconsin each received 13 people from North Dakota. Iowa had 12 former North Dakotans outmigrants moved to that state. Three states received 11 people each. These were Colorado, Kansas, and Michigan. Wyoming and Arizona each received 10 outmigrants. The two states which received the fewest numbers of migrants from North Dakota were Texas (which received eight people) and Idaho (seven outmigrants).

Characteristics of Outmigrants

It was found that the average age of the out-of-state migrants was 40.0 years. Table 3 presents the frequency distribution according to age intervals. Two males with in the 10-19 year age category; this comprised 1.8% of the total of 112 male outmigrants to Minnesota, California, Montana, and Washington.

Twenty-three males were in the 20-29 age group; they constitute 20.5% of the total. In the 30-39 age group were twenty-five cases or 22.3% of the total. Twenty respondents were between 40-49 years of age; this comprised 17.9%. Eighteen respondents were in the 50-59 age interval for 16.1% of the total. In the age category of 60-69 were twelve respondents (10.7%). Eleven respondents were between 70 and 79 years of age constituting 9.8% of the total. Finally in the age interval of 80-89 there was only one person (less than 1%).

Table 4 presents the educational attainments of the 112 male outmigrants from North Dakota. Ten respondents (9%) failed to complete eight years of formal education. Of those who completed only the eighth grade there were 21 respondents or 18.9% of the total. Nine respondents (8.1%) attained nine through eleven years of school. Twenty-seven outmigrants (24.3%) were graduated from high school but did not complete any education beyond high school. The next category consists of those who completed high school and some vocational or business course beyond high school. Ten respondents (9% of the total) fall in this category. Seven respondents had some college beyond high school but failed to receive a degree. A bachelor's degree in a four year college or university was the highest amount of attainment for eighteen people (16.2%). Four respondents (3.6%) completed some graduate work while five outmigrants (4.5%) received a graduate degree.

Table 5 presents information regarding occupation held before and following migration from North Dakota. The skilled worker-foreman category was the largest in size when the pre-migration occupational distribution is noted. Twenty-one males were in this category. Close behind are the professional-semi-professional with nineteen respondents and the farm operator group with seventeen. Clerical workers rank fourth among the pre-migration occupational categories in terms of frequency of response; eleven males were employed in this group. Nine respondents were categorized in the wholesale-retail category; the same frequency holds for the semi-skilled category. Seven respondents held positions in the other "proprietor or officials" category before migration while five were unskilled workers. For those who failed to report themselves as being in the labor force six stated that they were retired or unemployed; eight failed to provide information as to their occupational status before migration.

The present occupational distribution is also presented in Table 5. Among those who indicated that they are active in the labor force the modal category is that of the professional-semi-professional groups; twenty-two outmigrants were coded in this category. Fourteen respondents were presently employed in the "other proprietor or official" category. Fourteen outmigrants were employed in skilled worker-foreman occupations. Seven respondents were presently employed in the clerical and kindred

worker category while six persons each were coded in wholesale-retail and semi-skilled worker groups. Four respondents were farmers or farm tenants at the time of the study; two were unskilled workers in their new community. Of those who did not indicate positions in the labor force, twelve were retired or unemployed and twenty-five failed to report a present occupation.

Shifts in occupational categories of the outmigrants appear quite marked. A slight increase in the percentage in professional and semi-professional occupations (from 17.0 to 19.6 percent). The number of respondents in "other proprietor or official" occupations doubled following migration. Twice as many persons were retired or unemployed at present than was the situation before migration. Over three times as many report no information on present occupational status in comparison to a similar report on their occupation five years ago. The numbers of respondents in the farm occupation show a rapid decline. While seventeen persons were in farm operator positions before moving only four occupied such positions at the time of the study. Some decline is seen in the wholesale-retail, clerical and kindred, skilled worker-foreman, and semi-skilled worker categories are noted as well as rapid decline in numbers of unskilled workers as a result of migration.

Family incomes before (five years ago) and after migration (present) are presented in Table 6. Two respondents (1.7%) had an income of less than $1,500 before moving from North Dakota. Seven respondents had an income in the $1,500 to $3,000 before migration; this consists of 6.3% of the outmigrants. Income distribution before migration indicates that seventeen respondents (15.2%) had an income of $3,001 to $4,500 five years ago. The $4,501-$6,000 category included twenty-three respondents (20.5%). The next income interval of $6,001-$7,500 was checked by twenty respondents (17.9%). The income distribution for the pre-migration period indicates that ten respondents (8.9%) fall in the $7,501-$9,000 interval and eight outmigrants (7.1%) had incomes in the $9,001-$10,500 interval. Three respondents had incomes in the $10,501-$12,000 range before they moved from North Dakota and five people reported incomes over $12,000 before migrations for percentages of 2.7 and 4.5 respectively.

Analysis of present income levels indicate that five respondents (4.5%) have a present annual income between $1,501 and $3,000; eight respondents (7.1%) have incomes in the $3,001-$4,500 range. Only nine respondents (8%) have present incomes between $4,501 and $6,000. Twenty-one outmigrants reported present incomes in the $6,001-$7,500 range; this group composed 18.8% of the total number of outmigrants. Ten respondents checked the income category of $7,501-$9,000 for their present income constituting 15.2% of the respondents while twenty respondents selected the $9,001-$10,500 interval as that in which their income falls; this group comprises 17.9% of the total. Thirteen respondents (11.6%) indicated that their present income falls in the

$10,501-$12,000 interval while nineteen individuals (17%) selected the over $12,000 category for their present income.

Table 7 presents data with respect to participation in formal organizations in the North Dakota and in the receiver community. Results indicate that twenty-eight respondents belonged to no organizations in their North Dakota community. This accounts for 25% of the sample. Twenty-one (18.8%) belonged to one organization while twenty-nine (25.9%) participated in two organizations. Three organizations were listed by seventeen respondents (15.2%). Eleven respondents belonged to four organizations before leaving North Dakota while six people (5.4%) listed five organizations.

Information on social participation in the present community indicates that thirty-seven respondents (33.1%) do not belong to any organization while twenty-six (23.2%) listed one organization. Twenty people indicated that they belong to two organizations at present; the percentage for this category is 17.9. Fourteen out-migrants (12.5%) listed three organizations while twelve respondents (10.7%) participate in four organizations. One person belongs to five organizations at present while two listed six organizations; thus only .9% and 1.8% are in these categories.

Number and percentage checking difficulties involved in-migration to the then present move are presented in Table 8.

The two main major difficulties checked by the respondents were "finding housing" and "getting to know friends and neighbors". Finding housing was checked by twenty people for a percentage of 17.9. Getting to know friends and neighbors was the most frequently checked category with twenty-two people checking this for a percentage of 19.6.

There were two categories that tied for the next highest percentages. These were "getting transportation" and "making family adjustments". These two categories were checked by nine people for a percentage of 8.1.

The final category was that of "finding a job". This was checked by five people for a percentage of 4.5.

Table 9 lists the reasons for moving from North Dakota selected by 112 male out-of-state migrants. The most frequently selected category was that wages were better in the receiver community. This item was selected by 50.9% of the respondents. The second most frequently checked category was that the new community had better weather; this item was selected by 37.5% by the out-of-state migrants. Ranked next in order of response was that the "community had many good jobs available" chosen by 30.4% of the respondents. The item stating that the new community had more "avenues to success and achievement" was chosen by 29.5% while

25% selected "had relatives there" as a reason for moving. Another popular category in terms of frequency of selection was "definite job offer" as 24.1% of the 112 migrants indicated. The next reason "community was the size you like" was selected by 19.6% of the respondents while 19.6% also selected "community was a change of scenery" as a reason for outmigration. The category "spouse wanted to move" was chosen by 17% of the respondents while 16.1% checked "had friends there" as a factor involved in their decision to migrate. The category "you could better yourself socially and culturally" was checked by 16.1 percent while 13.4% of the outmigrants "freedom of behavior" was checked for a percentage of 6.3. The next category was the reason of "going to school there". This was 6.3 percent of the total. The next reason was "military service". This was only 4.5 percent of the total. Next was "you had a family conflict at home". This was checked for a percentage of 4.5. Lastly was the reason of "parent's moved". This was by 3.6 percent of the total. Finally, only one person selected the reason "fiance lived there".

It should be explained that the percentages given add up to more than 100 percent because the respondent could check more than one category.

In regard to responses as to why stables would more, several conditions were listed (see Table 10). Of those questioned it was found that 44.4 percent of the people had no real reason for moving from their location. A definite job offer provided incentive for 28.3 percent of the sample to move while 25.1 percent felt that better wages were the prime reason for moving. A feeling that the new community to which they were moving had better weather was reason for 22.4 percent of the sample to move. A view that the new community had many good jobs available was reason enough for 21.1 percent of the sample to move, while 16.3 percent of the sample felt that there were more avenues to success and achievement where they were going. A better farm income in the new community accounted for 15 percent of the responses as to why they moved, while 13.8 percent said their moving was because one of the spouses desired to move. A chance to have an improved position with the same employer if a move was made accounted for 13.6 of the responses. Respondents who felt that their move would better them socially and culturally made up 12.1 percent of the sample. Reasons such as the community being a desirable size, having relatives of the respondents, or being stationed there for military service comprised respectively 9.2, 6.4 and 5.3 percent of the responses as to why they moved. Migration as a result of attending school in the new community allowed for 4.9 percent of the respondents, while 4.7 percent said their reason for moving was a need for a change in scenery.

Only 3.1 percent of the respondents said they moved because they had a family conflict at home; 2.9 percent moved because they had friends in the new community. Freedom of behavior in the new location accounted for 2.9 percent of the responses while 1.4 percent felt that moving offered them a better chance to find someone to marry there. Reasons like the parents move or that a respondents fiance lived in the location provided respectively for only .8 and .6 percent of the responses.

When response to the question, "what are your thoughts about moving from your present location?" is considered, one concludes that only 47 or 9.2% of the stables have even considered moving. Definite places to which they might move were listed by twelve respondents. Two would remain in North Dakota, seven gave the West Coast as a possible destination while three selected other destinations.

The final part of this section considers the extent to which characteristics of the migrants and stables may be used to predict migration behavior. The variable marital status was coded so that if the individual was married, he received a score of "1"; if single, widowed or divorced he received a score of "0". Age and length of residence were coded in tens of years. For the purposes of correlational analysis, educational attainment was dichotomously coded; those who were graduated from high school received a score of "1", those who did not graduate received a score of "0".

Two methods of dichotomizing occupation were developed. For the professional-entrepenurial versus non-professional-entrepenurial codes, persons in the professional and semi-professional, farmer, farm tenant and farm manager, wholesale and retail business, and other proprietors, managers, and official categories received a score of "1"; those who were clerical and kindred workers, skilled workers and foreman, semi-skilled workers and unskilled and farm laborers received scores of "0". The blue-collar versus white-collar variable was scored so that those in professional, semi-professional, wholesale and retail business, other managers, proprietors, and officials, and clerical and kindred categories received a score of "1"; scores of "0" were assigned to those in farm occupations as well as skilled workers and foremen, semi-skilled and unskilled workers.

Change in occupational status was coded so that if the North-Hatt rank had changed over the past five years, the respondent received a score of "1". Lack of information and no change in North-Hatt rank resulted in a score of "0" being assigned. Expected occupational change was coded by constrasting the North-Hatt rank of the occupation expected five years from now with the present occupation. If he expects to change his occupational status, he receives a score of "1". If he expects no change in his occupation, he receives a score of "0".

Present organizational membership was coded by counting the number of organizations listed by the respondent.

Community satisfaction is measured by computing factor scores derived from the seventeen ratings of the community. For items expressing favorable opinions of the community, scores in the "strongly agree" and "agree" categories were coded as "1". Scores in the "disagree", "strongly disagree", and "undecided" categories were scored as "0." Missing data were recoded into the modal category to facilitate the statistical analysis.

Pearsonian product-moment correlations were computed for the community satisfaction items for 513 North Dakota stables. The factor analysis of the correlations using the centroid method of extraction and varimax rotation yielded seven interpretable factors. Each factor consists of items having a loading of .40 or higher on the factor. The factors as well as the items are included in table 11 of Appendix C (with (+) after each item indicating that the item expresses favorable opinions of the community) and (-) (indicating that the item expresses unfavorable opinions of the characteristics).

The estimated social cost of migration is measured by coding responses to the questions as to whether the individual feels he would have a hard time finding a job, getting transportation, getting to know friends and neighbors, and making family adjustment if he moved. These items were intercorrelated and a factor analysis was applied using centroid extraction and varimax rotation. See Table 12 in Appendix C for the list of factors.

Income was coded in categories which retain the intervals.

A number of ordinal variables were used in the analysis. The statistic "gamma" was calculated in showing the relationship between the extended variable of education, past and present occupation, occupational mobility and aspiration for all respondents (see Appendix A for coding). The low occupational aspiration category included those for whom if the North-Hatt rank of the expected occupation was lower than the present occupation of the respondent. The middle category consists of those who will expect to continue in the same occupation during the next five years. The high group consists of those who expect to attain a higher ranked occupation in the next five years. Those who failed to respond to the occupational items or who have been in or expect to leave the labor force were not included in this analysis.

Education and past occupation were related to migration status for all male respondents as well as for employed and nonfarm males. In all cases those who fail to respond to the pre-

diction variable are not considered in the analysis. Present occupation, occupational mobility and occupational aspiration serve as predictors of migration status for employed and nonfarm employed respondents.

Correlational analysis helps predict migration status in contrasting each migration group with the stables. The computer program for Pearsonian product-moment correlation coefficients was used; generally with hand calculators phi is used for a 2 X 2 table and r_{pb} is used for a 2 X n table. The correlations which were significant at the .05 level of significance using a one-tailed test are indicated in the tables.

Comparison of all male stables and migrants who reside in North Dakota indicate that migration into or within the state is positively correlated with education. This correlation was statistically significant. The following variables were negatively correlated with migration at the .05 level of significance (age, number of years lived in North Dakota, present organizational membership), and the two social cost variables: initial adjustment factor and primary relations adjustment. (Table 13)

A separate analysis was carried out for employed male residents. Education, past occupation (dichotomized with those in entrepreneurial occupations coded high and secondly with white collar occupations code as high), present occupation with those in the white collar group coded as high, and change in occupational status were positively correlated with migration status. Significant negative correlates of migration were age, present occupation (entrepreneurial and professional coded as high) satisfaction with development and leadership, the comparative location, teacher ability, and salary scale of the community resided in before the five year migration period, and the two social cost variables. Gamma coefficients were then calculated in measuring the relationship between migration category and ordinal variables. Significant positive gammas were found where the predictor variables were education and occupational aspiration. Present occupational position was negatively associated with migration status. (Table 14)

Analysis of the relationship between in and within state migration versus the stables and other variables for the nonfarm sample yielded a significantly positive correlation between post occupational codes and migration status and change in occupational status. The correlations between the following variables and migration status were negative and statistically significant; age, number of years lived in North Dakota, satisfaction with development and leadership, shopping and medical facilities, and satisfaction with the employment opportunities in the community in which the person lived five years ago, present organizational membership and the primary relations adjustment factors. Gamma

coefficients calculated for the nonfarm respondents indicate significant positive relationships between migration status and education and occupational aspiration. (Table 15)

Stables were then compared with out-of-state male migrants. Positively correlated with migration status for all male respondents were marital status education and income; these correlations were statistically significant. The following variables were significantly negatively correlated with migration status: age, number of years lived in North Dakota, satisfaction with the North Dakota community in terms of its comparative location, ability of teachers and salary scale, and feeling that problems in initial adjustment would be experienced in migration. Gamma correlations indicated educational attainment to be positively associated with migration status in that those who are outmigrants tended to be more represented in the higher ranked educational categories. Past occupation was negatively associated with migration out-of-state. (Table 16)

The relationship between outmigration and other characteristics were studied for the employed respondents. It was found that previous occupation with the white collar respondents given the higher score was postively correlated with outmigration; one's present occupation when white collar were compared with blue-collar workers also was significantly associated with outmigration (both correlation were statistically significant). Among the other variables which showed a significant positive correlation with migration status are occupational change, present organizational membership, and present level of income. Negative correlations which were statistically significant include the correlation of migration status with age, number of years lived in North Dakota, satisfaction with the following characteristics of the North Dakota community: development and leadership, comparative location, teacher ability and salary scale. Furthermore outmigration was negatively correlated with expected social cost of initial adjustment. Gamma coefficients indicate that the ordinal measures of educational attainment, past occupation, present occupation, and occupational aspiration were positively associated with outmigration. (Table 17)

The relationship between outmigration and other characteristics of the individual was analyzed for the nonfarm respondents who were active in the labor force. Significant correlations included the positive association between education, present occupation (both dichotomizations), occupational change, and present income; negative correlations were statistically significant when the following predictor variables were related to migration status: age, number of years lived in North Dakota, satisfaction with the comparative location, and with the ability of teachers, and with the salary levels of the North Dakota community, as well as with scores on the social cost factor measur-

ing the extent to which respondents perceive problems of initial adjustment in the migration process. All gamma coefficients were statistically significant with the direction of the relationship being positive. Outmigrants tend to rank higher in educational attainment, past and present occupational status, occupational mobility and aspiration for future mobility than the stable sample. These results are presented in Table 18.

DISCUSSION

This study reveals the limitations of the mail-return method of studying outmigrants. The significant difference between those who returned questionnaires and those who were reached by interviewing reveals fundamental weakness in the use of mailed questionnaires in estimating incomes, educational attainment and occupational status of out-of-state migrants.

Most of the findings support expectations of the research. North Dakota migration can be divided into two main types: migration to contiguous states and migration to the West Coast. The distribution of outmigrants by age and educational attained indicate that the study is based on a general adult population. One of the educational categories for which there are few cases is that of high school graduation combined with post-high school courses which are in a non-college situation. It is apparent that the out-of-state migrant is lacking in vocational education. Yet twenty-two outmigrants are currently employed in skilled, semi-skilled, and unskilled occupations.

Present income levels for the out-of-state respondents are larger than those of five years ago (before leaving North Dakota). One qualification of this finding is that no corrections have been made for cost of living difference between North Dakota five years ago and the receiver state.

Organizational participation declines as a result of migration. While one-fourth of the respondents fail to participate in organizations when they are in North Dakota, one-third do not participate in their new community. This finding had implication for the integration of migrants in a new community in terms of involvement in community organizations. However, most migrants participate in at least one community organization in the new community.

Problems involved in migration appear to be minimal. Only ten through twenty percent felt that they had some difficulty in migrating. Problems in getting to know friends and neighbors and in finding housing were most frequently mentioned, while fewer than ten percent mentioned problems of finding a job, getting transportation, or making family adjustments.

In searching for variables which are significantly predictors of migration status in comparing the within and instate migrants with stables, it appears that few variables discriminate between the migrants who reside in North Dakota and stables for the three samples of all (male respondents, employed male respondents, and the nonfarm males who are in the labor force). Migrants tend to be younger than stables. The in- and within-state migrants estimate fewer problems in primary relations adjustment than stables. The relationship between age and migration is consistent with research findings. The relationship between migration status and anticipated problems of adjustment indicate that the migration experience is associated with a lower amount of anxiety with respect to getting to know friends or neighbors and making family adjustment.

The finding that occupational aspiration is associated with migration for the employed and nonfarm samples is consistent with finding of previous research that migration is linked with the desire to improve one's occupational status.

In considering the response patterns of those who have left North Dakota in the past five years and those who remained in the state, one concludes that occupational reasons are most important in the decision to migrate. Occupationally related conditions ranked first and third out of twenty for the migrants; the occupationally related reason ranked first, second and fifth out of those mentioned (not considering those who failed to check any reason) by the stables. The desire to move because of the weather is important for both the migrants and stables. Better weather in a new community was the second most popular reason for leaving North Dakota as seen by looking at information provided by out-of-state migrants; this condition ranks fourth by the stables.

The comparison between stables and outmigrants leads to support of expectations. The negative correlation between age and migration status indicates that outmigration is selective of those in the younger age categories. A higher negative correlation between number of years lived in North Dakota and migration indicate that length of residence in the state serves to retard migration.

The positive correlation between education and migration for all male respondents, for all employed and for the nonfarm employed samples lend weight to the concern that rural states lose the better qualified people in terms of educational levels.

Correlations relating occupational variables and outmigration generally supported the expectations of the authors. Migration is positively related to present occupation when white collar and blue collar occupational categories serve as pre-

dictor variables and for the nonfarm sample when those in professional and entrepreneurial categories are compared with those who are in neither professional nor entrepreneurial categories for the nonfarm sample. The exclusion of farmers from the sample makes a difference in the sign of the correlation for the two employed samples. When farmers are included, the correlation between the table out-of-state migration variable and the professional-entrepreneurial status variables is negative; with the elimination of the farmers from the professional-entrepreneurial group, the correlation becomes significantly positive. Change in one's occupational status as well as occupational aspiration (with downwardly mobile, non-mobile and upwardly mobile groups included) were positvely correlated thereby supporting previous findings in this area. Finally, occupational achievement in the area of income is more evident for those who leave the state as contrasted with the stables.

Analysis of data provides an answer to the question as to what might have kept the outmigrants from leaving the state. The relevance of the question to the development of vocational education involves the issue as to whether high level of education and occupational aspiration can be met by providing further training in the North Dakota community. Correlation of the importance of occupation with migration behavior would mean that educational improvements would not directly lead to the retention of the residents in North Dakota. It still is important for the community to provide educational opportunities for the individual to learn skills which would enable him to achieve his potential in a desired occupation regardless of the geographic location of his place of work. Failure to provide such opportunity could lead to increased burden imposed by poorly educated individuals particularly if he is forced by economic necessity to return to the sender community to be a burden on his family and the general welfare.

Furthermore one cannot ignore the importance of the educational facilities in preparing individuals for occupational skills needed by industry which might be attracted to the community. Many rural areas realize that the dependence on agricultural production cannot continue to support its population and social institutions. Such communities look to bringing in industry to provide an economic support. Adequate educational facilities is an asset to the promotion of industrial development. The availability of a pool of trained workers is seen by industry as a major factor in its decision to locate in a community. Furthermore development of industry by local people depends on a well trained labor force.

It was expected that migration status would be negatively associated with the satisfaction with the sender community. The findings that satisfaction with the comparative location,

with the abilities of teachers, and with the salary scale of the North Dakota community are negatively associated with outmigration and provide some support for this hypothesis. Thus, improvement of the local community in these areas might mitigate outmigration.

The findings that perception of problems of initial adjustment are more prevalent among the stables than among those who have migrated to other states is in accord with the expectation that perceived social cost inhibits migration behavior.

CONCLUSIONS

The results of this study provide the basis for making the following conclusions. First, migration for North Dakota is split between major streams: migration to the West Coast and migration to continguous states. Based on information provided in tables 2, 34.2% of outmigrants moved to the states of California, Washington, and Oregon while 38.3% moved to continguous states. Migration to the west coast is consistent with the combination of East-West migration as a major stream in internal migration; migration to continguous states reflects proximity of opportunitis nearby. Future research could be directed as studying the characteristics which distinguish between the long-distance migrants and those who moved to nearby states.

The age distribution is dispersed through a wide range of adult groups. This is probably a function of the sampling technique which used tax lists to gather names of outmigrants. This is one of the strengths of this project, most migration research is concentrated on the attitudes of high school graduates toward migration, as well as longitudinal studies of such graduates. The distribution of educational attainments of our outmigrant sample covers a great range from one person who failed to complete the eighth grade to five who completed a graduate degree. The inclusion of respondents who failed to complete high school means that this study is conceived with non-high school graduates as well as those who have been in a high school graduating class.

One of the most meaningful findings is that only the (nine percent) outmigrants enrolled in one or more non-college educational programs following completion of high school. In contrast to the great need for those who have vocational courses. Only ten out of 37 who completed high school but did not go on to some college work had some post-high school training.

The desirability of improving vocational education in North Dakota can be seen when one considers the present occupational status of the male outmigrants. Twenty-two of the outmigrants

were employed in skilled (including foremen), semi-skilled, and unskilled occupations. The same number were employed in professional or semi-professional occupations. Yet the people of North Dakota support seven four-year colleges and universities; only one two-year institution is primarily devoted to providing vocationally orientated courses.

Recall of family income at a time prior to migration (five years ago) yielded a wide range of incomes. Only nine respondents indicated an income below the $3,000 level. Only three respondents had incomes of over $12,000 five years ago. Changes in the distribution of income over the five year period are quite marked. No one stated that their present income was below $3,000; nineteen respondents stated that their current income is over $12,000. Thus the comparison of present incomes of the outmigrants with those of five years ago leads to the conclusion that there has been a marked increase in income as a result of migration. Unfortunately, such factors as inflation, and the comparison of the cost of living between North Dakota and the receiver states are not applied. Such consideration would reduce the difference in income achieved through migration.

Most respondents participated in at least one organization before and after migrating from North Dakota. Participation appears to be more concentrated in the categories of zero and one organizations for the present rate than is the case for participation in the sender community. It can be concluded that involvement in formal organizations declines as a result of migration. This decline in participation may pose problems for personal-social adjustment of the migrant who may feel isolated from contacts with formal groups.

Despite the problem derived from low formal participation the migrants do not feel that they had great difficulty in making adjustments to their new community. Less than twenty percent selected any of five possible difficulties in moving from the state. Thus four out of five outmigrants failed to select any of the five difficulties as being a barrier to the satisfactory adjustment.

The view that migration plays a key role in the occupational mobility process within society is strongly supported by this study. The major reasons for migration from North Dakota are occupationally related. People are most likely to move to another community if wages are better. Although "better weather" is an important reason for migration the other most frequently selected reasons were that the new community had many good jobs available. Stables place greatest emphasis on the importance of occupational mobility as condition under which they might migrate. Definite job offers and better wages were seen as the most important. Climate also was important but following this

condition in order of frequency, of response were the existence of many good jobs and availability of more avenues to success and achievement in another community.

A number of characteristics of the individual were correlated with migration status in order to predict migration behavior. This analysis compares stables with the within and instated migrants as well as comparing stables with those who have moved from North Dakota in the past five years. Comparison of stables and within-instate migrants leads to the conclusion that education is positively associated with migration for the total sample and for the employed subsample; the relationship is statistically significant for the nonfarm sample only where gamma is calculated with the extended categories of education. The occupational status five years prior to the study was positively correlated with migration for the employed and nonfarm employed samples. One's present occupational status with those in the white collar type occupations coded as high is positively associated with migration. The importance of migration in the general process of social mobility is such that migration into or within the state is positively associated with change in occupational status.

Age and number of years lived in North Dakota are negatively correlated with inmigration into the North Dakota community. Present occupation with entrepeneurial occupations scored a "1" and the present occupational extended categories are negatively associated with migration into or within North Dakota. The coding of "farmers" in the high group for the dichotomy and as the second highest group for the extended ordinal variable determines the negative signs of the relationships. The within and in-state migrants were asked to rate their previous community on a number of characteristics. Stables rated their present community, which was the community of residence throughout the five year period. Negative correlations between satisfaction factors and migration status were expected. Significant correlations included those between satisfaction with community development and leadership, comparative location, teacher ability, and salary scales.

The relationship between inmigration and one of the social cost factors was statistically significant. Estimation of problems of primary relations adjustment was negatively correlated with migration into and within the state.

Education is positively correlated with outmigration for North Dakota. Although the correlation value with education dichotomized was not statistically significant for all male respondents, the value was significant for employed and the nonfarm sample. All gamma coefficients involving education and outmigration were statistically significant. While past occupation as an ordinal variable was negatively associated with outmigration for the entire

male sample, past occupation with those in the white collar group coded high is positively correlated with migration scales for the employed residents. Present occupational status with those in the white collar group receiving the higher score is positively correlated with outmigration for the employed and for the non-farm samples; present occupational status with those in entrepeneurial and professional positions receiving the higher score is positively correlated with migration for the nonfarm sample. When the extended variable of occupational status which consists of ordered categories (farm occupation in the second highest category) is considered, then a significant negative gamma was obtained for employed sample; for the nonfarm employed sample a positive gamma is obtained. Change in occupational status was positively correlated without migration for all three samples; expected occupational change was significantly correlated in a positive direction only for the total sample. Other occupationally related variables which are positively associated with migration from North Dakota are occupational mobility and aspiration. These variables were applicable to both the employed and the nonfarm employed respondents; all gamma coefficients calculated here were statistically significant. Present organizational membership was positively correlated with migration for the all respondents and for the employed sample. The positive correlation between present income and migration status is statistically significant for these samples.

Age and length of residence in North Dakota were negatively correlated with outmigration for the three samples. Satisfaction with development-leadership in the North Dakota community were negatively correlated with migration for the employed and non-farm employed samples only. Community satisfaction factors which were significantly correlated (negative direction) with migration from the state for the three groups were: comparative location satisfaction, teacher ability satisfaction, and salary scale satisfaction. The perceived social cust variable of initial adjustment was negatively correlated with migration. The stables were more likely to feel that such problems as finding housing and finding a job would have a greater impact on adjustment to future migration.

IMPLICATIONS

One of the implications of this study involves the problem of gathering data. It has been shown that the mail back method of response leads to significantly different results when compared to interviewing. Thus future research in the study of migration should be based on interviews at least for those who fail to return questionnaires.

Insofar as gathering data from out-of-state migrants it is recommended that the interviewing in this phase would be contracted out to research organizations in the local area or at least in the same state where interviewing is to take place. This procedure

should result in substantial saving in time and expense.

The problems of analyzing time sequence of key variables in migration was not adequately faced in this research. For example the attitudes of out-of-state migrants toward their North Dakota community involves measurement of rating on characteristics which haven't been experienced for a period of one to five years. A longitudinal study of migration would be advantageous. Measurement of attitudes of stables at the present time could be correlated with migration behavior in the future. It would be possible to see how such variables as occupational aspiration, community satisfaction, and perceived social cost as well as present intention to migrate result in actual migration behavior.

This study has indicated that a number of key variables such as age, occupational change and aspiration, certain community satisfaction factors, and other measures predict migration. However further research should attempt to evaluate the relative importance of predictors. Multivariate analysis focusing on multiple regression analysis might lead to identifying the variables which produce independently or in combination the greatest effects in migration behavior.

RECOMMENDATIONS

It is recommended that more emphasis be placed on the providing of vocational education programs in rural areas. Analysis of educational and occupational attainment of migrants leads the authors to this recommendation. Preparing the outmigrant for occupations provided by his potential receiver community would enhance his future occupational success. Failure for the rural community and state to do this might lead to a failure of the migrant to make satisfactory adjustment in the receiver community. Furthermore if this failure is experienced by the outmigrant it is possible that he might return to his sender community as a burden on its financial resources. Thus the sender community in its own self-interest should provide improved vocational education programs.

A second consideration faced by the local community is the importance of industrial development should the community wish to retain its population. Analysis of conditions for migration has emphasized the importance of occupationally related reasons for migration. Industrial development in a rural area would enable the community and the state to retain more of its population. However industrial development requires a well trained labor force. Before industry can be attracted it must be convinced there is a labor force which have the skills required by the industry. Thus vocational education programs can be seen as a means to be used in attracting the industry necessary to provide the

basis for meeting the aspirations and desires of the person who would otherwise leave the community or state.

SUMMARY

The purpose of this research project was to obtain information as to the direction, distance, destination, age, educational, and income distribution for out-of-state migrants as well as their extent of participation in social organization. Additional information provides information on why outmigrants move and what was waiting for the migrant in the receiver community.

The analysis of responses of outmigrants was focused on data provided by 112 male migrants who were living in the four leading receiver states of California, Minnesota, Montana, and Washington. Data were provided through mailed questionnaires and then by interviewing those who failed to return their questionnaire but who were contacted by interviewers in the summer of 1967. Information provided by stables were derived by 513 male respondents living in seven urban communities and fourteen rural townships who had lived in their community for the past five years. In and within state migrants consist of fifty males who have moved into their North Dakota community during the past five years.

There are two major streams of migration out of North Dakota. These are the West Coast states and also to continguous states. The age distribution is dispersed through a wide range of adult groups. Educational attainments of our sample varied widely from those with less than eight years to completion of a graduate degree. One of the surprising findings was that only nine percent of the outmigrants enrolled in non-college educational programs after high school. This ties in with the present occupational status of the male outmigrants. As many of them were employed in the skilled, semiskilled and unskilled as were in the professional or semiprofessional occupations. But, there is only one two-year institution in the state for vocational courses. Income levels of outmigrants before and after migration yielded some interesting conclusions. In the before migration, nine respondents had under the $3,000 level, three had over $12,000. After migration no one had an income under $3,000, while nineteen said they made over $12,000. Thus, apparently outmigrants increased their incomes as a result of migration. Participation in organization was also affected by outmigration. Generally before migration people belonged to more organizations than after. Thus, involvement in formal organizations declines as a result of migration. Finally, most of the migrants said that they didn't have any real difficulty in adjusting to their new community.

The results of this study support the view that migration is a necessary part of the occupational mobility process among the most important reasons for migration of the out-of-state respondents

were occupationally related items. Furthermore the stables considered occupationally related reasons as major conditions under which they would leave their present community.

A comparison of inmigrants and stable male residents on a number of characteristics leads to the conclusion that those who move into or within the state are better educated than the stables with present occupation dichotomized between blue-collar (scored as "0") and white-collar (scored as "1") a positive relationship between inmigration and occupational status was obtained.

Age and number of years lived in North Dakota are negatively correlated with inmigration to North Dakota. Present occupation with entrepreneurial occupations scored as "1" and the present occupational ordered categories are negatively correlated with migration into and within North Dakota. Farmers were coded in the high group for the dichotomy and as second highest in the extended variable relationship in determining size of the relationship.

The within and in-state migrants were asked to rate their community on a number of characteristics. We expected a negative correlation between migration status and satisfaction scores. Significant scores were those between satisfaction with community development and leadership, comparative location, teacher ability and salary scales.

The relationship between inmigration and one of the social cost factors was statistically significant. Estimation of problems of primary relations adjustment was negatively correlated with migration into or within the state for all three samples.

The relationship between occupational mobility and migration behavior is evident in the statistically significant findings comparing stables and out-of-state migrants. Educational attainment, itself an important condition for occupational mobility was positively associated with migration. Most occupational variables were positively correlated with migration from North Dakota. Exceptions include the negative correlation between past occupation with those in entrepeneurial and professional positions coded high and migration for the whole sample and the negative gamma obtained for the present occupation consisting of ordered categories with farmers receiving the second highest rank and migration. Change in occupational status was positively correlated for all samples, expected change in occupational status was significantly correlated for all respondents but not for the smaller samples. Occupational mobility (coded in three categories ranging from downward to non-mobility to upward mobility) was positively associated with migration; occupational aspiration (coded in three categories) was also positively associated with outmigration. Organizational membership was positively correlated with migration for the all male respondents and for the employed sample. Finally a signifi-

cantly positive correlation was obtained in analyzing the relationship between present income level and outmigration.

Some implications of the problems of gathering data were first that the mailback method of response led to significantly different result than interviewing. It is recommended that out-of-state interviewing should be contracted out to research organizations in the area of study.

The problems of analyzing time sequence of key variables in migration was not adequately faced in this research. A longitudinal study of migration would be advantageous. Measurement of attitude of stables at the present time could be correlated with migration behavior in the future.

It was found that a number of key variables such as age, occupational change, and aspiration, can predict migration. Further research should attempt to evaluate importance of these predictors.

It is recommended that more emphasis be placed on the providing of vocational educational programs in rural areas. This would be preparing the outmigrant for occupations provided by his potential receiver community and this would enhance his future occupational success. A second consideration is industrial development in the community. Industry in rural areas would enable them to keep more of its population. However, industrial development requires a well-trained labor force and vocational educational programs could be a key to meeting the aspirations and desires of the potential outmigrants.

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Appendix A

Ordinal Variables

Educational Level

Less than 8th grade
8th grade only
9th-11th grade
High school graduate only
High school + non-college post high school
(i.e. trade, business, vocational school)
Some college (1 - 3 years)
College graduate (Bachelor's degree)
At least some graduate work
Graduate degree (At least Master's)

Occupation

Unskilled and farm laborers
Semi-skilled workers
Skilled workers and foremen
Clerical and kindred workers
Other proprietors, managers, and officals
Wholesale and retail business
Farmers, farm tenants, and farm managers
Professional and semi-professional

Occupational Mobility

Downward if present North-Hatt rank lower than past
Same if present North-Hatt rank is same as past
Upward if present North-Hatt rank is higher than past

Occupational Aspiration

Future North-Hatt rank lower than present rank
Future North-Hatt rank same as present rank
Future North-Hatt rank higher than present rank

Appendix B

Analysis of Mail-back Bias

According to the proposed procedure, the use of mailed questionnaires served as the primary means of gathering data from out-of-state migrants. It was also specified that an interview follow up of a selection of non-respondents will be used to assess the homogeneity of those who are respondents and non-respondents to the mailed questionnaire.

It was feared that those who returned the questionnaire might lead to a biased estimate of a number of important socio-economic characteristics of the out-of-state migrants in that those who returned questionnaires would be more younger than those who failed to return the instrument; furthermore it was thought that those who were most successful in terms of educational and occupational attainment would be more likely to mail back the questionnaires than those who fail to return the questionnaire.

Questions of cost and time for the study of mail-back bias lead to the decision to contact the out-of-state migrants from the four leading states of Minnesota, California, Washington, and Montana through personal interview. Interviewing in these four states took place in the summer of 1967. A total of thirty-nine schedules were completed by male out-of-state migrants who had failed to return the questionnaires. The completed schedules were coded and data were transferred to cards. The analysis of the relationship between means of data collection and selected characteristics is based on data provided by seventy-three male outmigrants who mailed their questionnaires back and thirty-nine who were interviewed.

In the study of the relationship between sampling bias and selected personal characteristics, those who mailed their questionnaire received a score of "1"; those who had to be interviewed received a score of "0". Marital status was coded with those who were married received a score of "1"; others were socred as "0". Age was coded in tens of years. For correlational analysis education was dichotomized, those who were graduated from high school were scored as "1"; those who failed to complete their high school education received a score of "0". Income was coded in categories which permitted the intervals to be maintained.

The statistic "gamma" was employed in measuring the relationship between response and ordinal measures of education, occupation before migration, present occupation, and occupational mobility. Missing data was omitted from these analyses. Educational and occupational categories were those presented in Appendix A. Occupational mobility was coded the lowest rank of respondents who had a lower North-Hatt rank for their present occupation than for the occupation they held before migration. The respondent was placed in the middle category if his North-Hatt rank remained the same; he was placed in the high mobility group if his present North-Hatt rank was higher than the rank of his previous occupation (see table 1).

Correlational analysis indicated that mail-back response was significantly correlated with education and income. Those respondents who returned their questionnaires tended to be higher than those who had to be contacted by our interviewers. Analysis of the relationship between method of data gathering and ordinal measures indicate that educational attainment and status of the present occupation are significantly correlated with mail-back response such that those who returned questionnaires tended toward greater education attainment and are more represented in the higher status occupations than those who failed to return the questionnaires and who were interviewed.

Comparison of respondents who mailed back their questionnaires and those who had to be interviewed indicated important bias in educational, occupational and income variables would be present in this study if mailed-in from all receiver states are included. It was therefore decided that all 112 respondents (those who returned their questionnaire and those who were interviewed) for the four leading receiver states of Minnesota, California, Washington, and Montana would be used as the least biased sample of out-of-state migrants for this study.

APPENDIX C

TABLES

Table 1 - Measures of Association between Mail-back Response and Personal Characteristics for 112 Out-of-State Migrants from North Dakota to the States of California, Minnesota, Montana, and Washington.

	Pearsonian Correlation (r)
Marital Status	.028
Age	-.081
Education	.159*
Income	.346*

	Gamma Coefficient (G)
Education	.370*
Past occupation	.078
Present occupation	.345*
Occupational mobility	.286

*Significant at .05 level

Table 2 - Destination of Out-of-State Migrants from North Dakota based on Information Derived from Use of Personal Property Tax Lists and Interviews.

	N	%
1) Minnesota	129	26.4
2) California	82	16.8
3) Washington	60	12.3
4) Montana	45	9.2
5) Illinois	27	5.5
6) Oregon	27	5.5
7) South Dakota	23	4.7
8) Iowa	13	2.7
9) Wisconsin	13	2.7
10) Florida	12	2.5
11) Colorado	11	2.2
12) Kansas	11	2.2
13) Michigan	11	2.2
14) Wyoming	10	2.0
15) Arizona	10	2.0
16) Texas	8	1.6
17) Idaho	7	1.4

Table 3 - Age Distribution of 112 Male Outmigrants from North Dakota to the States of California, Minnesota, Montana and Washington.

Age	N	%
10-19	2	1.8
20-29	23	20.5
30-39	25	22.3
40-49	20	17.9
50-59	18	16.1
60-69	12	10.7
70-79	11	9.8
80-89	1	.9
Total	112	100.0

Table 4 - Educational Attainment of 112 Male Outmigrants from North Dakota to the States of California, Minnesota, Montana, and Washington.

Education	N	%
Less than 8th grade	1	9.0
8th grade only	21	18.9
9-11th grade	9	8.1
High school graduate only	27	24.3
High school and non-college post high school	10	9.0
Some College (1-3 years)	7	6.3
College Graduate	18	16.2
At least some graduate work	4	3.6
Graduate degree	5	4.5
Total	112	100.0

Table 5 - Occupation Categories of 112 Male Outmigrants from North Dakota to the States of California, Minnesota, Montana, and Washington.

	Occupation Before Moving		Present Occupation	
	N	%	N	%
Professional and Semi-Professional	19	17.0	22	19.6
Farmer or Farm Tenant	17	15.2	4	3.5
Wholesale or Retail	9	8.0	6	5.4
Other Proprietors or officials	7	6.3	14	12.5
Clerical and Kindred workers	11	9.8	7	6.3
Skilled workers and Foremen	21	18.8	14	12.5
Semi-skilled workers	9	8.0	6	5.4
Unskilled workers	5	4.5	2	1.8
Retired, Unemployed	6	5.4	12	10.7
No Information	8	7.1	25	22.3

Table 6 - Income Distribution of 112 Male Outmigrants from North Dakota to the States of California, Minnesota, Montana, and Washington

	Income 5 Years Ago		Present Income	
	N	%	N	%
Under $1500	2	1.7	0	0.0
$1501-3000	7	6.3	5	4.5
$3000-4500	17	15.2	8	7.1
$4501-6000	23	20.5	9	8.0
$6001-7500	20	17.9	21	18.8
$7501-9000	10	8.9	17	15.2
$9001-10,500	8	7.1	20	17.9
$10,501-12,000	3	2.7	13	11.6
Above $12,000	5	4.5	19	17.0
Missing data	17	15.2	0	0.0

Table 7 - Number of Organizations in which 112 Male Outmigrants from North Dakota to the States of California, Minnesota, Montana and Washington Have Participated before Migration and at Present

Number of Organizations	Before Migration		At Present	
	N	%	N	%
0	28	25.0	37	33.1
1	21	18.8	26	23.2
2	29	25.9	20	17.9
3	17	15.2	14	12.5
4	11	9.8	12	10.7
5	6	5.4	1	.9
6	0	0.0	2	1.8

Table 8 - Number and percentage of 112 Male Outmigrants from North Dakota to the States of California, Minnesota Montana, and Washington who expressed difficulties involved in migration to their present location.

	N	%
Finding housing	20	17.9
Finding a job	5	4.5
Getting transportation	9	8.1
Getting to know friends and neighbors	22	19.6
Making family adjustments	9	8.1

Table 9 - Reasons for Moving from North Dakota as Selected by 112 Male Outmigrants to the States of California, Minnesota, Montana, and Washington.

		N	%
1)	Wages were better there	57	50.9
2)	New community had better weather	42	37.5
3)	Community had many good jobs available	34	30.4
4)	More avenues to success and achievement	33	29.5
5)	Had relatives there	28	25.0
6)	Definite job offer	27	24.1
7)	Community was the size you like	22	19.6
8)	Community was a change of scenery	22	19.6
9)	Spouse wanted to move	19	17.0
10)	Had friends there	18	16.1
11)	You could better yourself socially and culturally	18	16.1
12)	You could have improved position with the same employer	15	13.4
13)	Freedom of behavior	7	6.3
14)	Going to school there	7	6.3
15)	Military service	5	4.5
16)	You had a family conflict at home	5	4.5
17)	Better farm income	4	3.6
18)	Because parents moved	4	3.6
19)	Better chance to find someone to marry there	3	2.7
20)	Fiance lived there	1	.90

Table 10 - Conditions under which 513 Male North Dakota Stables Would Migrate

		N	%
1)	None	228	44.4
2)	Definite job offer	145	28.3
3)	Wages were better there	129	25.1
4)	New community had better weather	115	22.4
5)	Community had many good jobs available	108	21.1
6)	More avenues for success and achievement	84	16.3
7)	Better farm income	77	15.0
8)	Spouse wanted to move	71	13.8
9)	You could have improved position with the same employer	70	13.6
10)	You could better yourself socially and culturally	62	12.1
11)	Community was the size you like	47	9.2
12)	Had relatives there	33	6.4
13)	Military service	27	5.3
14)	Going to school there	25	4.9
15)	Community was a change of scenery	24	4.7
16)	You had a family conflict at home	16	3.1
17)	Had friends there	15	2.9
18)	Freedom of behavior there	15	2.9
19)	Better chance to find someone to marry there	7	1.4
20)	Parents moved	4	.8
21)	Fiance lived there	3	.6

Table 11 - Factors Derived from Analysis of Correlations Among 17 Community Satisfaction Items for 513 Male North Dakota Stables

Item	Loading
Development-Leadership Satisfaction	
Anything of a progressive nature is generally approved (+)	.52
With a few exceptions the leaders are capable and ambitious (+)	.42
Comparative Location Satisfaction	
Few if any of the neighboring communities are able to surpass it (+)	.51
The area is not located in a very desirable section (-)	.47
Cooperation Satisfaction	
It is difficult for people to get together on anything (-)	.42
Satisfaction with Shopping-Medical Facilities	
People have to do without adequate shopping facilities (-)	.59
The medical facilities are good and adequate (+)	.59
Teacher Ability Satisfaction	
The high school teachers are equal to teachers anywhere (+)	.41
Employment Opportunity Satisfaction	
Employment opportunities are practically non-existent (-)	.41
Salary Scale Satisfaction	
Salaries are usually fair and adequate in this community (+)	.48

Table 12 - Factors Derived from Analysis of the Correlations Among Five Estimated Social Cost Variables for 513 Male Stables.*

Item	Loading
Initial Adjustment Factor	
Finding housing	.57
Finding a job	.59
Primary Relations Factor	
Getting to know friends and neighbors	.59
Making family adjustments	.63

*The loading for "getting transportation" was less than .40. Therefore the item was not included as a factor.

Table 13 - Relationship between Migration Category (Stables versus Within and Instate Migrants) and other Characteristics for 563 Male Respondents

	r
Marital status	-.005
Age	-.194*
Number of years lived in North Dakota	-.279*
Education (dichotomized)	.133*
Past occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	.051
Blue collar versus white collar	.076*
Occupational change	.467
Expected occupational change	.009
Present organizational membership	-.070
Development-leadership satisfaction	-.031
Comparative locations satisfaction	-.061
Cooperation satisfaction	.077
Satisfaction with shopping-medical facilities	-.025
General community dissatisfaction	-.036
Teacher ability satisfaction	-.027
Employment opportunities satisfaction	-.018
Salary level satisfaction	
Initial adjustment factor	-.121*
Primary relations adjustment factor	-.086*
Present average family income	-.066

	Gamma
Education	.124
Past occupation	-.072

*Significant at the .05 level using the one-tailed test.

Table 14 - Relationship between Migration Category (Stable versus Within and Instate Migrants) and other Characteristics for 456 Male Employed Respondents

	r
Marital status	.027
Age	-.178*
Number of years lived in North Dakota	-.031
Education	.119*
Past occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	.083*
Blue collar versus white collar	.132*
Present occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	-.116
Blue collar versus white collar	.108*
Occupational change	.351*
Expected occupational change	.025
Present organizational membership	-.070
Development-leadership satisfaction	-.057
Comparative location satisfaction	-.068
Cooperation satisfaction	.180
Satisfaction with shopping-medical facilities	-.029
General community satisfaction	-.046
Teacher ability satisfaction	.004
Employment opportunities satisfaction	-.060
Salary level satisfaction	.036
Initial adjustment factor	-.120*
Primary relations adjustments factor	-.102*
Present average family income	.033
	Gamma
Education	.338*
Past occupation	.112
Present occupation	-.149*
Occuaptional mobility	-.020
Occupational aspiration	.622*

*Significant at the .05 level using the One-tailed test.

Table 15 - Relationship between Migration Category (Stable versus Within and Instate Migrants) and Other Characteristics for 233 Nonfarm Male Respondents

	r
Marital status	-.005
Age	-.192*
Number of years lived in North Dakota	-.299*
Education	.085
Past Occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	.125*
Blue collar versus white collar	.107
Present occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	.023
Blue collar versus white collar	-.002
Occupational change	.349*
Expected occupational change	.040
Present organizational membership	-.106*
Development-leadership satisfaction	-.092
Comparative location satisfaction	-.100
Cooperation satisfaction	-.053
Satisfaction with shopping-medical facilities	-.111*
General community satisfaction	-.059
Teacher ability satisfaction	-.085
Employment opportunities satisfaction	-.166*
Salary level satisfaction	.078
Initial adjustments factor	-.081
Primary relations adjustments factor	-.140*
Present average family income	-.084
	Gamma
Education	.219
Past occupation	.197
Present occupation	-.004
Occupational mobility	.240
Occupational aspiration	.457*

*Significant at the .05 level using the one-tailed test.

Table 16 - Relationship between Migraton Status (Stable Versus Out-of-State Migrants) and Other Variables for all 625 Male Respondents.

	r
Marital status	.077
Age	-.147*
Number of years lived in North Dakota	-.327*
Education	.166
Past occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	-.047
Blue collar versus white collar	-.001
Occupational change	.386*
Expected occupational change	.132*
Present organizational membership	.099*
Development-leadership satisfaction	-.074
Comparative location satisfaction	-.269*
Cooperation satisfaction	.057
Satisfaction with shopping-medical facilities	.084
General community satisfaction	-.041
Teacher ability satisfaction	-.133*
Employment opportunities satisfaction	-.002
Salary scale satisfaction	-.165*
Initial adjustments factor	-.279*
Primary group adjustment factor	-.070
Present income	.382*
	Gamma
Education	.333*
Past occupation	.155*

* Significant at the .05 level using the one-tailed test.

Table 17 - Correlation for All 489 Male Employed Respondents: Stables versus Out-of-State Migrants

	r
Marital status	.056
Age	-.236*
Number of years lived In North Dakota	-.415*
Education	..244*
Past occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	-.007
Blue collar versus white collar	.088*
Present occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	-.058
Blue collar versus white collar	..322*
Occupational change	.235*
Expected occupational change	.074
Present organizational membership	.095*
Development-leadership satisfaction	-.135*
Comparative location satisfaction	-.287*
Cooperation satisfaction	..014
Satisfaction with shopping-medical facilities	.103
General community satisfaction	-.052
Teacher ability satisfaction	-.170*
Employment opportunities satisfaction	.006
Salary scale satisfaction	-.193*
Initial adjustments factor	-.276*
Primary group adjustment factor	-.045
Present income	.370*

	Gamma
Education	.492*
Past occupation	-.093*
Present occupation	-.150*
Occupational mobility	.179*
Occupational aspiration	.406*

*Significant at the .05 level using the one-tailed test.

Table 18 - Correlation for 270 Male Non-farm Employed Respondents: Stables Versus Out-of-State Migrants

	r
Marital status	.071
Age	-.220*
Number of years lived in North Dakota	-.403*
Education	.247
Past occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	-.008
Blue collar versus white collar	-.025
Present occupation:	
Non-entrepenurial-professional versus entrepenurial-professional	.214*
Blue collar versus white collar	.166*
Occupational change	.173*
Expected occupational change	.085
Present organizational membership	.091
Development-leadership satisfaction	-.137*
Comparative location satisfaction	-.332*
Cooperation satisfaction	.032
Satisfaction with shopping-medical facilities	.081
General community satisfaction	-.080
Teacher ability satisfaction	-.216*
Employment opportunities satisfaction	.082
Salary scale satisfaction	-.161*
Initial adjustment factor	-.250*
Primary group adjustment factor	-.022
Present income	.327*
	Gamma
Education	.368*
Past occupation	.270*
Present occupation	.339*
Occupational mobility	.366*
Occupational aspiration	.407*